

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

<b>I. (a) PLAINTIFFS</b>		<b>DEFENDANTS</b>		
ROLANDO FLORES		CINTAS-RUS, L.P. d/b/a CINTAS CORPORATION		
(b) County of Residence of First Listed Plaintiff <u>Cameron County, Texas</u> <i>(EXCEPT IN U.S. PLAINTIFF CASES)</i>		County of Residence of First Listed Defendant <u>Out of State</u> <i>(IN U.S. PLAINTIFF CASES ONLY)</i>		
(c) Attorneys (Firm Name, Address, and Telephone Number) Carlos Hernandez, Jr. The Law Offices of Carlos E. Hernandez, Jr., P.C. 200 E. Cano Street, Edinburg, Texas (956) 386-0900		Attorneys (If Known) Cole D. Bond Keating Muething & Klekamp PLL One East 4th Street, Suite 1400, Cincinnati, OH 45202 (513)579-6400		
<b>II. BASIS OF JURISDICTION</b> (Place an "X" in One Box Only)		<b>III. CITIZENSHIP OF PRINCIPAL PARTIES</b> (Place an "X" in One Box for Plaintiff and One Box for Defendant)		
<input type="checkbox"/> 1 U.S. Government Plaintiff <input type="checkbox"/> 3 Federal Question ( <i>U.S. Government Not a Party</i> )		Plaintiff PTF      Defendant DEF Citizen of This State <input checked="" type="checkbox"/> 1 <input type="checkbox"/> 1 Incorporated or Principal Place of Business In This State      PTF      DEF Citizen of Another State <input type="checkbox"/> 2 <input type="checkbox"/> 2 Incorporated and Principal Place of Business In Another State <input type="checkbox"/> 5 <input checked="" type="checkbox"/> 5 Citizen or Subject of a Foreign Country <input type="checkbox"/> 3 <input type="checkbox"/> 3 Foreign Nation <input type="checkbox"/> 6 <input type="checkbox"/> 6		
<input type="checkbox"/> 2 U.S. Government Defendant <input checked="" type="checkbox"/> 4 Diversity ( <i>Indicate Citizenship of Parties in Item III</i> )				
<b>IV. NATURE OF SUIT</b> (Place an "X" in One Box Only)				
<b>CONTRACT</b>	<b>TORTS</b>	<b>FORFEITURE/PENALTY</b>	<b>BANKRUPTCY</b>	<b>OTHER STATUTES</b>
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excludes Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	<b>PERSONAL INJURY</b> <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury <input type="checkbox"/> 362 Personal Injury - Medical Malpractice	<b>PERSONAL INJURY</b> <input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 367 Health Care/ Pharmaceutical Personal Injury Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability	<input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 690 Other	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 <b>PROPERTY RIGHTS</b> <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark
<b>REAL PROPERTY</b>	<b>CIVIL RIGHTS</b>	<b>PRISONER PETITIONS</b>	<b>LABOR</b> <input type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Management Relations <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 751 Family and Medical Leave Act <input checked="" type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Employee Retirement Income Security Act	<b>SOCIAL SECURITY</b> <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g))
		<b>Habeas Corpus:</b> <input type="checkbox"/> 440 Other Civil Rights <input type="checkbox"/> 441 Voting <input type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/ Accommodations <input type="checkbox"/> 445 Amer. w/Disabilities - Employment <input type="checkbox"/> 446 Amer. w/Disabilities - Other <input type="checkbox"/> 448 Education	<b>FEDERAL TAX SUITS</b> <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	<b>IMMIGRATION</b> <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 465 Other Immigration Actions
<b>V. ORIGIN</b> (Place an "X" in One Box Only)				
<input type="checkbox"/> 1 Original Proceeding <input checked="" type="checkbox"/> 2 Removed from State Court		<input type="checkbox"/> 3 Remanded from Appellate Court <input type="checkbox"/> 4 Reinstated or Reopened <input type="checkbox"/> 5 Transferred from Another District (specify) <input type="checkbox"/> 6 Multidistrict Litigation		
<b>VI. CAUSE OF ACTION</b>		Cite the U.S. Civil Statute under which you are filing ( <i>Do not cite jurisdictional statutes unless diversity</i> ): <b>28 U.S.C. 1441 (a)</b> Brief description of cause: Age discrimination claim		
<b>VII. REQUESTED IN COMPLAINT:</b>		<input type="checkbox"/> CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P.	DEMAND \$	CHECK YES only if demanded in complaint: <b>JURY DEMAND:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>VIII. RELATED CASE(S) IF ANY</b>		(See instructions):	JUDGE _____	DOCKET NUMBER _____
DATE 01/21/2014		SIGNATURE OF ATTORNEY OF RECORD s/ Cole D. Bond		
<b>FOR OFFICE USE ONLY</b>				
RECEIPT #	AMOUNT	APPLYING IFP	JUDGE	MAG. JUDGE

**INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44****Authority For Civil Cover Sheet**

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

- I.(a) Plaintiffs-Defendants.** Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.
- (b) County of Residence.** For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)
- (c) Attorneys.** Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".
  
- II. Jurisdiction.** The basis of jurisdiction is set forth under Rule 8(a), F.R.Cv.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.  
 United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here.  
 United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.  
 Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.  
 Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; **NOTE: federal question actions take precedence over diversity cases.**)
  
- III. Residence (citizenship) of Principal Parties.** This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.
  
- IV. Nature of Suit.** Place an "X" in the appropriate box. If the nature of suit cannot be determined, be sure the cause of action, in Section VI below, is sufficient to enable the deputy clerk or the statistical clerk(s) in the Administrative Office to determine the nature of suit. If the cause fits more than one nature of suit, select the most definitive.
  
- V. Origin.** Place an "X" in one of the six boxes.  
 Original Proceedings. (1) Cases which originate in the United States district courts.  
 Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441. When the petition for removal is granted, check this box.  
 Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.  
 Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date.  
 Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.  
 Multidistrict Litigation. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407. When this box is checked, do not check (5) above.
  
- VI. Cause of Action.** Report the civil statute directly related to the cause of action and give a brief description of the cause. **Do not cite jurisdictional statutes unless diversity.** Example: U.S. Civil Statute: 47 USC 553 Brief Description: Unauthorized reception of cable service
  
- VII. Requested in Complaint.** Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P.  
 Demand. In this space enter the actual dollar amount being demanded or indicate other demand, such as a preliminary injunction.  
 Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.
  
- VIII. Related Cases.** This section of the JS 44 is used to reference related pending cases, if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.

**Date and Attorney Signature.** Date and sign the civil cover sheet.

**IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF TEXAS**

ROLANDO FLORES,

Plaintiff,

-v-

Case No. \_\_\_\_\_

CINTAS-RUS, L.P. d/b/a CINTAS  
CORPORATION,

Defendant.

**NOTICE OF REMOVAL**

Defendant Cintas-RUS, L.P. d/b/a Cintas Corporation (“Cintas”), by counsel, hereby gives notice pursuant to 28 U.S.C. § 1446 that this action is being removed from the County Court at Law No. 4 of Hidalgo County, Texas to the United States District Court for the Southern District of Texas. The following are the grounds for removal:

1. On or about December 23, 2013, Plaintiff Rolando Flores (“Plaintiff”) filed his Original Petition in the County Court at Law No. 4 of Hidalgo County, Texas (Civil Action No. CL-13-4000-D).
2. Plaintiff’s Original Petition falls within the original jurisdiction of this Court based upon diversity of citizenship, 28 U.S.C. § 1332(a), and is removable pursuant to 28 U.S.C. § 1441(a).
3. Plaintiff identifies himself as a citizen and resident of Cameron County, Texas in his Original Petition.
4. Defendant Cintas-RUS, L.P. is a limited partnership. Cintas Corporation No. 8 is the only general partner of the limited partnership. *See Mesa Operating Ltd. Partnership v. Louisiana Intrastate Gas Corp.*, 797 F.2d 238, 240 (5<sup>th</sup> Cir. 1986) (holding that in a lawsuit

against a limited partnership, the citizenship of the general partners determine diversity jurisdiction). Cintas Corporation No. 8 is incorporated in Nevada and has its principal place of business in Ohio.

5. Plaintiff's Original Petition alleges that his damages exceed \$100,000.

6. Accordingly, this Court has original jurisdiction of this civil action pursuant to 28 U.S.C. § 1332 based on diversity of citizenship because the parties are citizens of different states and because the amount in controversy in this action exceeds the sum or value of \$75,000.00, exclusive of interests and costs. Therefore, this suit may be removed to this Court by Cintas pursuant to 28 U.S.C. § 1441.

7. This Notice of Removal is filed within thirty (30) days after service of Plaintiff's Original Petition. Removal is therefore timely pursuant to 28 U.S.C. § 1446(b).

8. Venue is proper in this Court because the Southern District of Texas encompasses Hidalgo County, Texas where the lawsuit is pending.

9. Pursuant to 28 U.S.C. § 1446(d), a copy of the Notice of Removal will be promptly filed with the County Court at Law No. 4 of Hidalgo County, Texas, along with a Notice of Filing of Notice of Removal.

10. Pursuant to Local Rule 81, the following documents are attached to this Notice of Removal as exhibits: (A) executed service of process; (B) Plaintiff's Original Petition; (C) the docket sheet; (D) index of matters being filed; and (E) list of all counsel of record.

11. A copy of this Notice of Removal, with exhibits, have been served upon Plaintiff pursuant to 28 U.S.C. § 1446(d).

12. By filing this Notice of Removal, Cintas does not waive any defense to Plaintiff's Original Petition.

WHEREFORE, Defendant Cintas-RUS, L.P. has removed this action from the County Court at Law No. 4 of Hidalgo County, Texas to the United States District Court for the Southern District of Texas.

Dated: January 21, 2014

Respectfully submitted,

KEATING MUETHING & KLEKAMP  
PLL

s/ Cole D. Bond

Cole D. Bond (Attorney-in-Charge)  
Texas State Bar # 24012306  
Southern District Bar # 815810  
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**CERTIFICATE OF SERVICE**

I, Cole D. Bond, counsel for Defendant Cintas-RUS, L.P., do hereby state that the attached "Notice of Removal" was electronically filed with the Clerk of the Court on this 21<sup>st</sup> day of January, 2014, and was served upon the following person by depositing true and exact copies thereof, via United States mail, postage prepaid and properly addressed as follows:

Carlos E. Hernandez, Jr.  
The Law Offices of Carlos E. Hernandez, Jr., P.C.  
200 E. Cano Street  
Edinburg, Texas 78539

s/ Cole D. Bond

Cole D. Bond